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HRCI Associate Professional in Human Resources - International Sample Questions (Q32-Q37):

NEW QUESTION # 32

Which factor is most likely to have a positive impact on employee retention?

- A. Competitive pay
- B. Casual dress code
- C. Preferential treatment
- D. Comfortable workspace

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
Competitive pay is a critical factor in employee retention because it ensures employees feel fairly compensated for their work, reducing the likelihood of them seeking better-paying opportunities elsewhere.
Pay is a primary driver of job satisfaction and loyalty.
* Option A (Competitive pay):Correct, as it directly addresses a key reason employees stay or leave.
* Option B (Casual dress code):While appreciated, a dress code has a smaller impact on retention compared to pay.
* Option C (Preferential treatment):This can lead to unfairness and actually decrease retention by causing resentment.

NEW QUESTION # 33
At which stage does HR evaluate the effectiveness of a training program?

- A. Post-testing
- B. Development
- C. Implementation
- D. Needs analysis

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
Evaluating the effectiveness of a training program occurs after the training has been delivered, during the post- testing stage. This involves assessing whether the training achieved its objectives, such as through tests, surveys, or performance metrics (e.g., Kirkpatrick's evaluation model, which includes reaction, learning, behavior, and results).
* Option A (Post-testing):Correct, as this stage focuses on evaluating the training's impact after it is completed.
* Option B (Development):This is the stage where the training program is designed, not evaluated.
* Option C (Needs analysis):This identifies training needs before the program is developed, not its effectiveness.

NEW QUESTION # 34
What is the first step in developing a comprehensive workplace emergency procedure plan?

- A. Allocating budget for emergency supplies.
- B. Conducting a risk assessment to identify potential hazards.
- C. Reviewing past incident reports.
- D. Purchasing insurance for the business.

Answer: B

Explanation:
Conducting a risk assessment to identify potential hazards is the first step in developing a comprehensive workplace emergency procedure plan. This step involves analyzing the workplace to determine potential emergencies that could occur, such as fires, floods, or other disasters.

NEW QUESTION # 35
Which reporting technique is best used for displaying the distribution of a single numerical variable over a range of values?

- A. Scatter plots, which display correlations between two variables
- B. Histograms, which are ideal for displaying the distribution of a numerical variable
- C. Pie charts, which are useful for showing parts of a whole

* D. Line graphs, which display trends over periods of time

Answer: B

Explanation:
Histograms are ideal for displaying the distribution of a numerical variable because they show the frequency of data points within specified ranges. This helps in understanding the spread and concentration of values.

NEW QUESTION # 36
John has completed his resignation formalities, but he hasn''t yet returned his company laptop and keycard. According to off-boarding best practices, what should be the next step?

* A. Escalate the issue to HR.
* B. Deactivate John,s access to company systems.
* C. Contact John to remind him to return the items.
* D. Deduct the cost of unreturned items from John,s final paycheck.

Answer: C

Explanation:
Contacting John to remind him to return the items is the next step according to off-boarding best practices. This ensures that the company retrieves its property and avoids potential security risks associated with unreturned assets.

NEW QUESTION # 37
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